

**MAYOR AND CITY COUNCIL  
CITY OF SEAT PLEASANT  
CONFIRMATION HEARING  
MONDAY, MARCH 18, 2019  
6:00P.M.**

**1. OPENING**

**1.1.1 Call to Order**

Councilmember President Yeargin called the meeting to order at 6:02p.m.

**1.1.2 Roll Call**

Present: Mayor Eugene Grant, Councilmember Charl Jones, Councilmember Hope Love, Councilmember Lamar Maxwell (ABSENT), Councilmember Shireka McCarthy, Councilmember Kelly Porter (LATE), Councilmember Gloria Sistrunk (ABSENT), Councilmember Reveral Yeargin

Staff: Sherry Armfield-Ballentine, Administrative Assistant, Anthony Biddiex, Director of Human Resources, Dashaun N. Lanham, City Clerk, Sharron Lipford, Director of Public Engagement, Devan Martin, Chief of Police, Diamond Plater, Council Clerk, Chantell Tyler, Accounting Assistant, Jeannelle Wallace, Chief Operating Officer, Adeoye Aganga-Williams, Chief Financial Officer

**2. PRESENTATION**

**2.1.1. Eugene W. Grant, Mayor**

- Mayor Grant stated that he presents to the City Council a qualified individual that worked for the City of Seat Pleasant for two years. We have been pleased in this government to put young men in leadership position. We are happy tonight that we had the opportunity bring on board an individual that has many talents.
- Mayor Grant stated that he was instrumental with the implementation of the NetSuite System, which automated the Finance Department. He stated that Mr. Biddiex was nervous about presenting and he had him research and present to the City Council. Mayor Grant stated that he had another company in mind, but Mr. Biddiex presentation and recommendation was accepted by the Council Finance and Budget Committee. Mayor Grant stated that the opportunity to presented itself again to make a change and brought about transferring him into the Human Resources position with the education and

experience. Mayor Grant stated that we had complaints every pay period prior to Mr. Biddix being transferred into the position. Marcus Jones, Special Assistant to Chief has stated that this is unusual we have not had any complaints about payroll. Mayor Grant stated that it is not his opinion, but the facts and his work efforts speaks for themselves. Mayor Grant stated that we have found someone with the talent and wiliness to do the job and it is his pleasure to advance for the Council consideration to advance Mr. Biddix to the position for Human Resources Director. Since we had transferred Mr. Biddix into the position as the Acting Human Resources Director, he has begun the process of automating this department by updating the Payroll system.

**Mr. Anthony Biddix, Acting Director of Human Resources**

- Mr. Biddix thanked the Mayor, Council and staff, family and friends for attending and supporting him.
- Ms. Vicky Vaughn stated that she known Mr. Biddix forever, as she is his aunt. She stated that Anthony has always been independent, and talented as he grew older he started speaking through his clothing. She stated that his is a goal driven individual, and he had begun setting his goals at a young age. He had come from humbled beginnings and to see him today you would not belief it. We cannot take credit for everything he has done for himself. After he had received his first degree it was difficult for him to obtain employment, although he had many temporary positions and worked in the District Government. After he obtained his first degree he stated that he wants to get another degree to go further in life. She stated that she is very appreciative of Anthony. He is humble, very family oriented, he cares for his family and will pick anyone up and take them where they need to go. She stated that his is a problem solver and that is an asset any employer would want to have. She's very proud of him and he is very intelligent. She works with many people with degrees and they are just book smart. You need common sense and the intellect. She believes that Anthony possess them both. Ms. Vaughn stated that environment is very family oriented and she likes that.
- Mr. Deon Bolden stated that he is a friend of Mr. Biddix and he is proud to present on his behalf, as his is living definition of what it means to overcome adversity. He stated that not very many African American men have a high school diploma, but he has that and two degrees. He stated that Mr. Biddix has always been very positive, motivated and a great personality. He has always put others first throughout his life and encouraging others since high

school. He stated that he does not understand the requirements of the job, but what he's been told by Mr. Biddiex and heard tonight, he applauds him and wishes him great success in the City of Seat Pleasant.

- Mrs. Sherry Armfield-Ballentine stated that when she requested to speak on his behalf initially she was reluctant, but later thought he must have a lot respect for me and my opinion. She stated that she met Mr. Biddiex in October 2016 when he started at the City of Seat Pleasant. She stated that they had built a strange mother and son relationship. It is nearly twenty years age difference between us, and you can imagine that sometimes we have totally different views, but we respect each other views, as we both are very opinionated. During his tenure she has known him to be very liable, dependable, supportive in just in all his decisions making. He is extremely dedicated to his position and takes into consideration the way one perceives him and his ability to perform and his integrity. It is not easy to be responsible for over fifty something people. He ensures that our leave balances are current, our payroll is processed, we are enrolled in our health benefits. He has proven to be super committed to the position of Human Resources Department and the needs of the staff. He puts our need first and goes over and above by finding resolution in a timely fashion. He is immensely instrumental in moving the Human Resources Department forward as it relates to a Smart City. He has implemented and executed very HR concepts and services that are better, faster and personalized. I think it safe to say that we all have character flaws, but he has never allowed his flaws to interfere with his goals. With that being said it is her highest recommendation that he put accepted as the HR Director for the City.
- Mr. Biddiex thanked everyone for the kind words spoken on his behalf. He thanked his predecessors in the HR Department. He stated that he had begun his employment as the Payroll Specialist under the leadership of Robert Ashton. He stated that he was able to assist with the implementation of not one, but two payroll systems. The overall challenges with the system had afforded him the ability to process payroll in two days or less. The system allows the staff to check their payroll, leave balances and submit PTO request online without coming to the department for assistance. The implementation of NetSuite allows the system to operate and process Purchase Requisition 80% faster and reduce paper. It allows the departments to see live time data and check balances. The upgrade of the Payroll system allows him to automate the hiring process. The City has more employees with degrees. He has implemented a new retirement system for the City and savings of \$4,000 annually. I am quick to resolve problems and will be

continuing his education beyond his master's degree to receive his certification from SHRM in Human Resources. This allows the Finance Department He stated that the implementation of the payroll

- Mayor Grant stated that we heard from a family member, a friend and a co-worker. Mr. Biddiex worked for the Honorable Marion Barry and that was not mentioned. He wanted to say something that his aunt and colleague mentioned about his care and integrity. Mr. Biddiex was tested on two occasions and developed a good relationship with some of his colleagues. We were faced with a situation where he was on the opposite side of his friend. The investigation was ensued, and he did not call his friend to warn him. He maintained professionalism, did not break integrity. He loves his friends and care for them. He talks to them and goes to lunch with them. He has done a great job in the position. Mayor Grant thanked his mom because she birthed him. She did not have to speak for him, because he spoke. He loves his family, he takes care of them and you must like people to be in HR.

### **3. MEETING TOPICS**


#### **3.1.1. Confirmation of Department Head**

- Councilmember Love stated that it has always been a pleasure to interact with you. She knows he has done a great job and will continue.
- Councilmember Porter stated that he had the opportunity to work with Mr. Biddiex. He stated that he watched him the other young man work together in a small space. He stated that he was able to ascertain his integrity and knew that he would go along way. He hopes that the city would have Mr. Biddiex for a period and appreciate him with getting the city on track.
- Councilmember McCarthy stated they had worked closely together as a member of the Finance and Budget Committee. She likes him better in HR, as you are quick to respond to e-mails. You're always available and in your office. She's happy that he is here and see the change in the HR Department.
- Council President Yeargin stated that we heard affirmation of trust on behalf of the candidate Anthony Biddiex. He asked the council how did they want to proceed?
- It was motioned by Councilmember Jones and seconded by Councilmember McCarthy to confirm Anthony Biddiex as the Director of Human Resources. The motion carried and was unanimously approved Mr. Biddiex as the Human Resources Director.
- Mr. Biddiex was sworn into office by Mayor Grant as the Human Resources Director for the City of Seat Pleasant.

**Adjourn:**

The Confirmation hearing adjourned at 6:48 p.m.

Submitted by,

  
Dashaun N. Lanham, CMC  
City Clerk

APPROVED 04/08/19